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Article 5.

All member unions and individual members of any labor union of the federation may enter and leave the organization entirely on the principle of personal desire. Having entered, however, they must uphold the constitution of the federation.

Article 6.

Members of the federation have the following rights:

- a. The right, based on the aims of this association, of discussing, proposing, and criticizing all projects and arrangements of this federation.
- b. The right of voting and of being elected to office within the federation.
- c. The right of enjoying all cultural, educational, and welfare activities of this federation.

Article 7.

Members of this federation have the following duties:

- a. The duty of observing the aims and the constitution of the federation and of carrying out all its decisions.
- b. The duty of reporting regularly to the federation on group affairs and special activities.
- c. The duty of paying dues to the federation at specified times.

OrganizationArticle 8.

The principle of organization of this federation shall be the democratic centralization system, namely, the minority obeying the majority, the lower ranks obeying the higher ranks, and the labor unions obeying all decisions of the federation.

Article 9.

The All-China Convention of Labor Delegates is the supreme authority of this federation, whose powers and methods of being convened are as follows:

- a. The powers of the All-China Convention of Labor Delegates are to decide on and amend the constitution; to determine the objectives of the Labor Movement; to examine the report of the Executive Committee of the federation; and to elect members of the Executive Committee.
- b. The All-China Convention of Labor Delegates shall be convened once every 2 years by the Executive Committee. Under special circumstances or when demanded by at least one-third of the unions belonging to the federation, the Executive Committee may decide to advance or postpone the convening of the labor delegates.
- c. The number of delegates attending the All-China Convention of Labor Delegates and the method of their selection shall be determined by the Executive Committee.
- d. The All-China Convention of Labor Delegates shall be valid only when its delegates represent at least half of the labor unions belonging to this federation.

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Article 10.

A certain number of regular and alternate members elected by the Convention shall be organized as the Executive Committee. The Executive Committee shall be the supreme authority of the federation when the Convention is not in session. The Executive Committee shall hold every 6 months a plenary session which is called by its standing committee. At least half the membership is necessary to constitute a quorum. In special cases or when demanded by at least one-third of the membership of the Executive Committee, the meeting may be advanced or postponed.

Article 11.

A chairman and several vice-chairmen shall be elected by the Executive Committee to manage its affairs.

Article 12.

A Standing Committee responsible to the Executive Committee shall be elected by the chairman, vice-chairman, and members of the Executive Committee to handle all affairs of the federation.

Article 13.

This federation shall have a secretary, elected by the Standing Committee, to carry on the federations's daily administrative work, under the leadership of its chairman and vice-chairmen.

Article 14.

The federation may set up the following departments, sections, and committees.

- a. Organization Department -- Handles all organization matters of the labor unions belonging to the federation and assists areas without unions to organize them.
- b. Culture Department -- Handles propaganda, cultural, and educational activities and directs the cultural aims of each labor union.
- c. Production Department -- Directs labor unions in the liberated areas in the management of factories and enterprises, organizes labor competition and labor hero movements, examines wage problems, production plans, technical problems, and other matters connected with production.
- d. Workers Protection Department -- Directs labor insurance activities, examines labor contracts and the welfare activities of each labor union, and aids the government in promoting health in factories and inspecting safety appliances.
- e. Young Workers Department -- Directs labor-union activities on youth and child labor.
- f. Women Workers Department -- Directs labor union activities on female labor.
- g. International Liaison Department -- Directs the foreign propaganda and liaison activities of the federation with national and international labor organizations.
- h. Secretariat -- Manages the general affairs, correspondence, and financial matters of the federation.

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i. Committee on Private Enterprises -- Directs labor movements in private enterprise.

j. Committee on Activities in KMT Areas -- Examines and directs labor movements in KMT areas.

Article 15.

Departments, committees, and secretariat shall each have one chief. When necessary, deputies may be added, either from among the members of the Standing Committee or selected by the Standing Committee. Each of the above offices shall have a staff appointed by the Standing Committee.

Article 16.

This federation, to facilitate its activities, shall set up staff offices in suitable localities. Each office shall have a chief and a staff, as determined by the Standing Committee.

Article 17.

When the Executive Committee deems it necessary, special committees may be established.

Finances

Article 18.

Each labor union belonging to the federation shall pay in to the federation 30% of the dues it receives, as current funds, to be paid quarterly. In special circumstances payments may be reduced or remitted on approval of the Standing Committee.

Article 19.

Members of labor unions belonging to this federation shall pay monthly dues amounting to one percent of their wages.

Bylaws

Article 20.

This constitution has been adopted and promulgated by the All-China Convention of Labor Delegates.

Article 21.

This constitution may be amended by vote of the All-China Convention of Labor Delegates.

Article 22.

The right of interpretation of this convention belongs to the Executive Committee of this federation.

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